

From the Desk of
Brittany Lavis

Chief Executive Officer



Our DMC teams put the needs of others ahead of their own every day. Our family of nurses, doctors, health care professionals and support team members provide expertise and compassionate care to our patients.



Tenet Heroes is an annual recognition program which celebrates individuals who go above and beyond their daily responsibilities and make a meaningful impact within their communities. The DMC is recognizing ten Tenet Heroes this year.

Three of our Tenet Heroes are receiving additional recognition, and will be inducted into the **Tenet Heroes' Hall of Fame**. Only a select few are recognized with the Hall of Fame honor, Tenet's most prestigious award for employees.

Congratulations to our DMC team members who have been recognized as a Tenet Hero and those who have earned the Hall of Fame honor!

DMC Harper University Hospital

Talitha Abell Manager, Patient Services

Congratulations to Talitha Abell, Nurse Manager, Patient Services at DMC Harper University Hospital for being recognized as a Tenet Hero.

Talitha has earned the reputation as an extremely dedicated and talented nurse leader who is also a teacher, a compassionate caregiver, and a vital member of the ACC team.

She greets everyone with a smile and does all she can to support her co-workers and is committed to the success of DMC Harper University Hospital. Just one example of this commitment occurred during the re-accreditation of the Centralized Monitoring Unit (CMU) by the Joint Commission.

Talitha changed her day shift hours to overnights to support the work being done to ensure that Harper was recertified to utilize the CMU. Talitha manages two of the busiest units at Harper and changed the culture within those units, while also going into staffing on numerous occasions to support the teams when staffing was challenging.

In addition to the work she does on her units, Talitha is part of the Retention and



Improvement Committee as one of its members to help retain our core staff and assisted in the re-opening of medical ICU back in May. She also volunteers, giving her time for our DMC community engagement events.

DMC Detroit Receiving Hospital



Katherine Dhue **Trauma Registrar**

Congratulations to Katherine Dhue, Trauma Registrar at DMC Detroit Receiving Hospital for being recognized as a Tenet Hero.

Katherine joined the DMC in 1987 as a Medical Records Coder. That is an impressive 37 years of service to the DMC.

When Detroit Receiving Hospital became a trauma center, she transferred to the trauma services department as a trauma registrar. She then completed the training and added the burn registry to her skillset.

We're proud of Katherine for her dedication to the process and the protocols to be in compliance. When physicians request data for research from the registry, Katherine will not pull the data unless she gets an approved IRB. Katherine takes great pride in her job and we're grateful for her dedication.

Outside of work, she is actively involved in her church ministry. She visits the sick and the elderly in her community on the weekends.

DMC Sinai-Grace Hospital



Arlecia Harris **Dietary Aide**

Congratulations to Arlecia Harris, Dietary Aide at DMC Sinai-Grace Hospital for being recognized as a Tenet Hero.

Arlecia has worked as a Dietary Aide at DMC Sinai-Grace Hospital for the past 16 years. She comes to work every day with a strong work ethic, positive attitude, and infectious smile, earning her this incredible recognition.

She is the type of employee everyone wishes they had in their department because of her versatility. She was asked to support the

Physician Dining Room because, under her helm, it runs seamlessly, and our physicians love her. Her customer service skills are exemplary, always willing to go the extra mile to meet the physicians' needs and make their brief breaks truly enjoyable.

Arlecia's empathy and kindness shine through when she delivers patient trays. She engages with patients, offering a smile and ensuring they are happy with their meal selection, accommodating their requests after coordinating with their nurse.

Her optimism is contagious, and her willingness to assist her team is embraced by her co-workers.

Detroit Medical Center

David Katz
Senior Vice President for Government Affairs
Tenet Heroes Hall of Fame Winner

Congratulations to David Katz, DMC Senior Vice President for Government Affairs for being recognized as a Tenet Hero and Hall of Fame winner.

David has been working quietly behind the scenes for 18 years, building relationships and support integral to the health system's vitality.

He joined the DMC in 2006, championing policies and support to ensure the health system's continued economic and community well-being.

David has been a leader in working for strengthening Michigan's healthcare budgets and programs to support families and children in Detroit and across the state. In the last two years, he's been integral to the new DMC Midtown Renaissance Zone program, which supports continued expansion of DMC's care for the community in Detroit, Wayne County and across the region.

David's collegial, collaborative style makes him a true team player at all levels. And his work ensures the DMC and the community and patients we serve are better together.



DMC Adult Central Campus



Portia Lockett
Community Affairs & Spiritual Care

Congratulations to Portia Lockett, Community Affairs & Spiritual Care for being recognized as a Tenet Hero.

Portia is the backbone of the DMC Adult Central Campus. At the ACC, she serves as the Director of Community Affairs and Spiritual Care. She is a bright light when staff, patients, physicians, and family-members need help.

On multiple occasions, we have seen Portia stand at the front of the crisis and provide her wisdom to heal the team's emotional wounds. Chaplain Lockett conducts herself with "peace and blessings," a phrase you can see at the end of every email she sends.

What Portia accomplishes each day is awe inspiring – but where she really shines is in the community. She serves as a formal and informal mentor to many, a member of multiple civic and community organizations, a columnist for multiple publications, a host and co-host for Podcasts and programs, and is the founder of the Azal Benne Lockett Foundation.

Children's Hospital of Michigan

Natalie Maes
Burn and Trauma Social Worker
Case Management
Tenet Heroes Hall of Fame Winner

Congratulations to Natalie Maes, burn and trauma social worker for being recognized as a Tenet Hero and Hall of Fame winner.



Natalie has been a team member on our Social Work team for the past eight years and is extremely versatile, while demonstrating the ability to provide social work services on many medical units including in our Emergency Department.

One story helps capture the best of everything that Natalie represents. In February 2023, Natalie showed great compassion in helping the family of a patient who had been admitted due to a self-inflicted gunshot wound, make the difficult decision to donate their child's organs for the gift of life.

During an organ donor honor walk, Natalie demonstrated exceptional work as she addressed a group of the organ donor's classmates who attended. Natalie gathered all participating students and delivered an inspiring speech supporting those struggling with the trauma of losing someone close.

DMC Rehabilitation Institute of Michigan



Laura Ramus
Senior Physical Therapist

Congratulations to Laura Ramus, Senior Physical Therapist at DMC Rehabilitation Institute of Michigan for being recognized as a Tenet Hero.

Laura has worked at RIM since 2006. She is a PT/ATC who has treated high level athletes her entire career, most recently as the Medical Director for the Las Vegas Aces, the back to back WNBA Championship team. Laura was instrumental in bringing the Sports/Ortho Physical Therapy Residency Program to RIM.

She and her team of physical therapists have been working on this project for several years which was delayed slightly due to the pandemic. In 2022, this team worked to prepare for our first resident who started in 2023. This candidate completed the program in December of 2023 and we have our second candidate for 2024. This program took months to prepare for and during the first year, the accreditation process took place.

Laura was committed to making this program a success and in January of 2024, RIM received notice from the American Physical Therapy Association that RIM was accredited for this program. RIM is the first in Michigan to be awarded this prestigious accreditation!

She is passionate about the field of rehab and consistently learns about new surgical procedures and how to treat patients afterwards. She is on the cutting edge of her profession and she is sought out for her knowledge and expertise frequently.

DMC Huron Valley-Sinai Hospital



Lori Walton
Nursing Administrative Supervisor

Tenet Heroes Hall of Fame Winner

Congratulations to Lori Walton, Administrative Supervisor at DMC Huron Valley-Sinai Hospital for being recognized as a Tenet Hero and Hall of Fame winner.

Lori's colleagues see her as an inspiration, a positive force and someone who is dedicated to making change after losing her son, Deegan, late last year.

In his memory, she champions for teenage mental health and suicide prevention. She has worked with his high school to arrange for a mental health speaker, supported numerous fundraising efforts, shares her story with Detroit Moms, a Detroit community network of moms and continues to check in on Deegan's friends. Recently, she has started Deegan's Project, a non-profit advocating for mental health and suicide prevention.

Professionally, she puts patients first in all she does. She gives them the best support and care possible while bringing the staff together through the HVSH Book Club and other Employee Engagement activities.

Her coworkers say she is a shining example of what it means to be part of a Community Built on Care.

DMC Harper University Hospital



Veronica White
Clinical Coordinator

Congratulations to Veronica White, Clinical Coordinator at DMC Harper University Hospital for being recognized as a Tenet Hero.

Veronica, who is lovingly referred to as "Roni," started in healthcare in 2011 at Botsford Hospital as a certified nursing assistant. After graduating from Eastern in 2014 with a Bachelor of Science in biochemistry, Roni re-enrolled for her Bachelor of Science in Nursing and joined the DMC in 2015 as a student nurse assistant.

Roni's career began on 8WS in the cardiac stepdown, and ultimately led to the Surgical Intensive Care Unit of 6ICU. She has been able to sustain the scheduling of 90 individuals for both neuro, surgical, and now our re-opened medical ICU, while also going into staffing as a clinical coordinator to support our patients when staffing has been challenging.

She dedicates her time to assist with retention of our core staff through the Retention and Improvement Committee, which has been accepted within the DMC and helps to plan the appreciation weeks for our staff at both Harper and DRH.

Veronica received the Nurse of the Year award this year for her outstanding dedication and compassionate care for our patients. She helped to spearhead this year's Block Party, which had over 1,100+ employees in attendance and volunteers her time with DMC community engagement events.



David Zapalski Respiratory Therapist

Congratulations to David Zapalski, Respiratory Therapist at DMC Detroit Receiving Hospital for being recognized as a Tenet Hero.

David's leaders shared that his passion is our patients and the care they receive. He takes his time with each and every patient, and he is known for being very observant with his patients to provide the exact care they need.

Within the respiratory therapy team, he has quickly rolled with the changes. He has effectively adopted and stayed current with advancements in respiratory therapy, such as new procedures and practices. He has helped to implement policies for improving patient weaning from ventilators. David has shown a strong willingness to learn new things and then implement them. He has followed through on these efforts to ensure a smooth transition.

David also brings forward concerns to leadership when needed. For example, when charges were incorrect, he helped to implement and enter the charges correctly into the EMR for the department.

David supports his teammates by being responsive, helping to answer questions or help to address issues, and he is seen as strong resource for leadership and his peers.

Brittany Lavis
Group Chief Executive Officer
Detroit Medical Center





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